

Seems Mike Barrette is out on a . . . er . . . bucket to get good footage. See what he's filming on pages 6 and 7.

# INCO Triangle

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Cambrian College president Glenn Crombie, Inco vice-chairman Walter Curlook, Ontario Division vice-president of Human Resources and Administration Jose Blanco and Ontario Division president Jim Ashcroft, stand before the Inco Place sign at the college's new students' residence that recognizes Inco's \$1 million donation toward the project. For more, see pages 10 & 11.

## Inco's \$1M aids college residence

The creation and subsequent expansion of Cambrian College is a good indicator of Sudbury's transformation from a single industry town into a diverse community.

Inco vice-chairman Walter Curlook, speaking to guests at the inauguration of a new \$10 million students' residence in his capacity as chair of the college's Investing in Our Northern Heritage Campaign, said the 300-bed residence at the Barrydowne campus is "another significant chapter" in the annals of Cambrian College. "The creation of Cambrian College and its subsequent development and growth over the past 25 years or so parallels and depicts, perhaps better than any other single developmental project, Sudbury's transformation from a single industry town dependent on mining into a mature cosmopolitan city re-

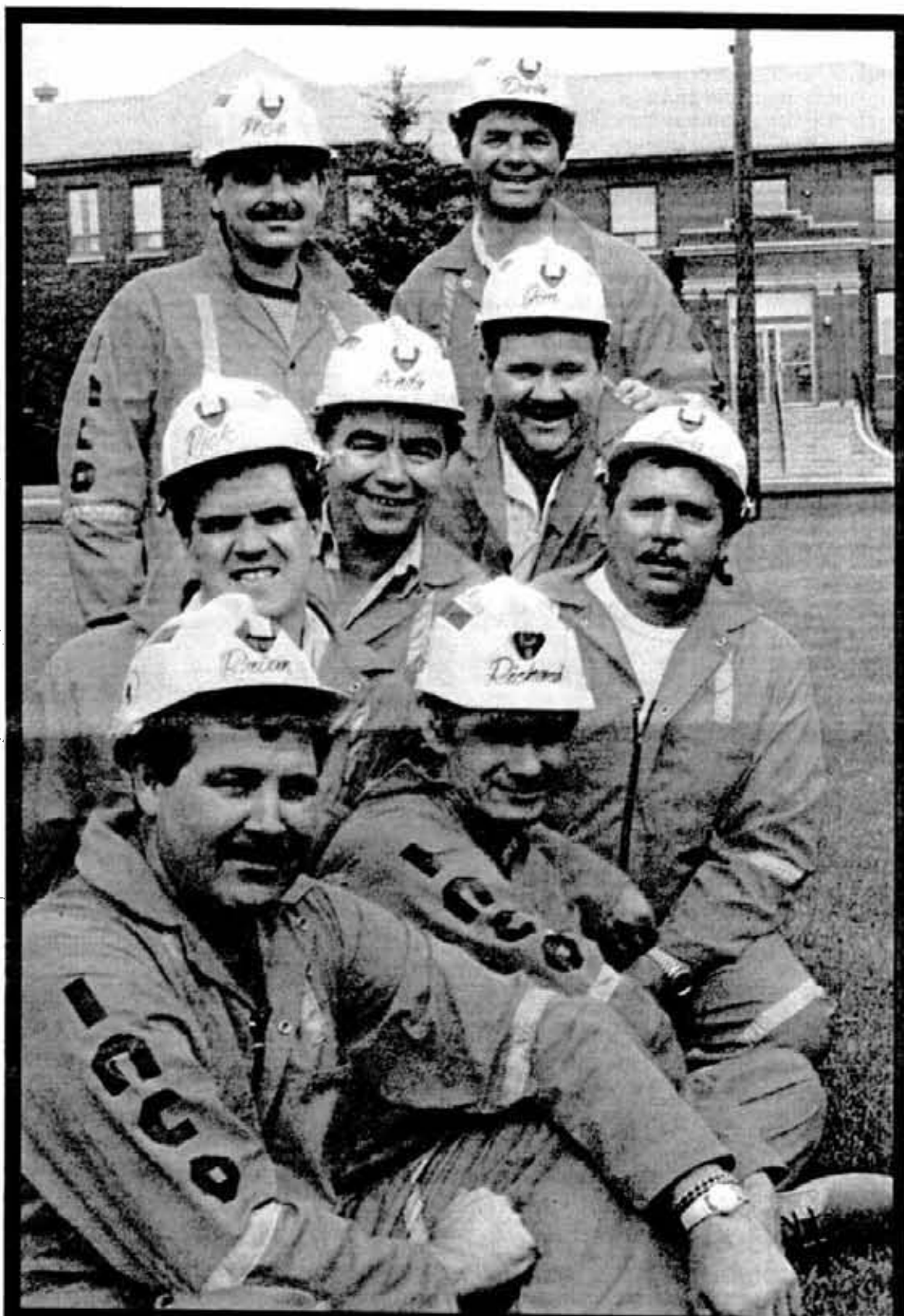
plete with a broad complement of secondary industry, various government agencies and administrative offices."

He said the community still includes a strong ongoing mining industry, but also a college, a university, above ground and below ground (Science North and the Sudbury Neutrino Observatory) science centres, health centres and a full array of sports and recreation facilities.

He praised the collective community commitment revealed by the fund-raising campaign. "We've come to openly recognize that, collectively, investors from different segments of our society, from government, the corporate, private, public and academic sectors have, through their collective contributions, brought our campaign to a successful completion."

Referring to Inco and its \$1

*continued on page 10*



The winner of the provincial mine rescue competition this year was the team fielded by the Froid-Stobie-Garson complex. From front to rear are; Brian Vallier, Richard Bleskie, Rick Beaulieu, Andy Scott, Jim MacLelland, Louis Vildaer, Moe Sanche and Dave Drake.

## Inco mine rescuers best at provincial competition

The Mine Rescue Team from the Froid-Stobie-Garson Complex captured top spot in provincial

competitions held in Thunder Bay earlier this month.

Competing against seven other finalists from across the

province, the team brought home three trophies. Along with the overall competition

*continued on page 2*

**Toronto Star lauds Inco: See pages 3 to 5**

# Inco mine rescuers best in province

**continued from page 1**  
award the team placed second in the Special Equipment category. Andy Scott placed third in the technician's competition.

The team, consisting of Jim MacLellan, Rick Beaulieu, Moe Sanche, Brian Vallier, Richard Bleskie, Andy Scott, Dave Drake and spare Louis Vildaer, represented Inco at the competition after placing first at the district contest last month at the Coniston Arena.

The team's briefing officer Richard Bleskie said the competition was keen and although the simulated floor exercise portion of the contest was completed sooner than the other teams, only a few points separated the Inco

team from the runner-up, Rio Algom's Stanleigh Mine.

**"The competition was difficult. Our people had to be sharp."**

"The competition was difficult," said Richard. "Our people had to be sharp. There was a wide range of things we had

to be on top of, including first aid, firefighting, ventilation and mine evacuation. The fact that so few points separated the winners from the losers tells us that Ontario miners are among the best trained in the world."

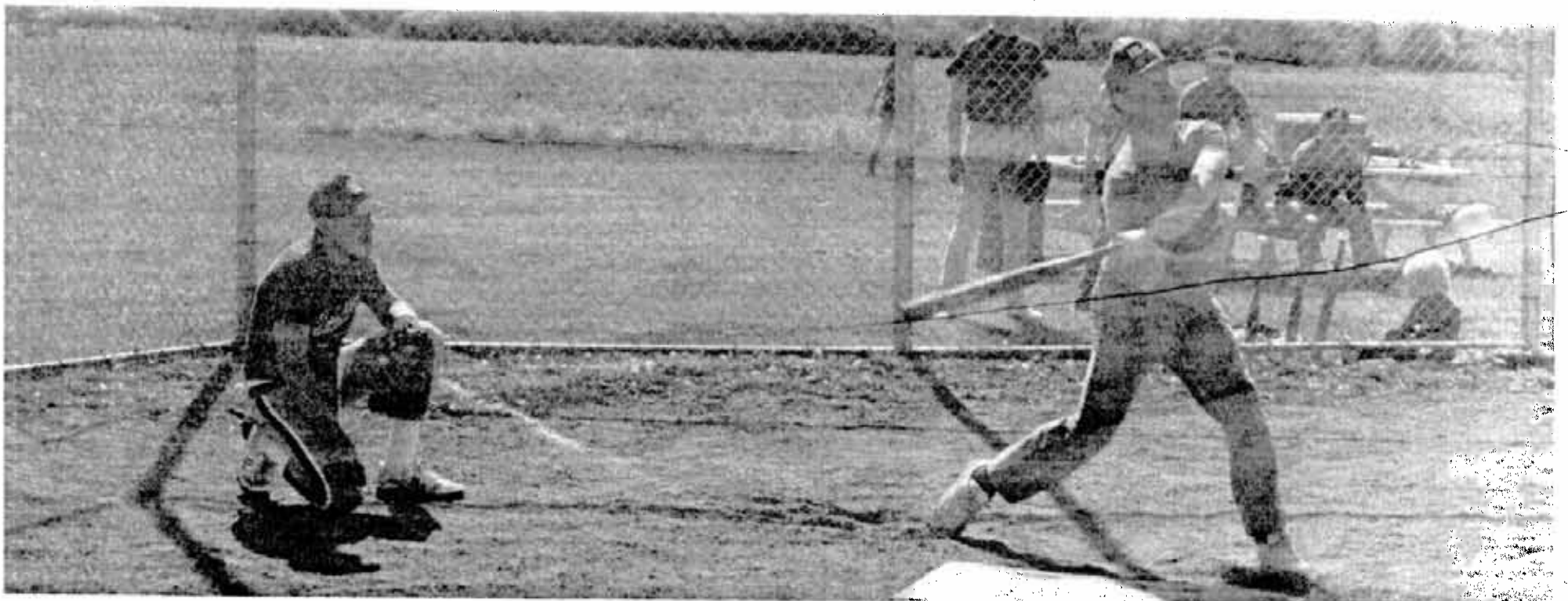
The competition was sponsored by the Ministry of Labour.

According to Inco general foreman of safety for mines Tom Gunn, competitors are docked points for every mistake and the list of "points" is a long one. "The judges have pages and pages of things that they judge. It can be as simple as not talking to the 'victim' while administering first aid to complex mine rescue procedures.



**Andy Scott with the third place Technician's trophy he won at the provincial Mine Rescue competition this year.**

## Baseball snowballs in Port Colborne



**Action at the plate.**

**P**ORT COLBORNE—What started off as a conversation before quitting time developed into something bigger than anyone could have imagined.

About 50 Port Colborne employees took to the field May 22 in the plant's first annual slo-pitch tournament. There had been hopes to get two teams to play but the interest

was so great four different departments fielded teams.

"It just kind of snowballed into a real tournament," organizer John Agnew said. Some of the maintenance people were sitting around just before quitting time a little while back discussing ideas for getting people together outside work. Someone hit on the idea of a slo-pitch game against the guys from the Utility Furnace Additives Plant (UFAP) and the challenge was made.

Word spread and soon the people in the main office wanted to get in on the act as did the people from the electrical department.

"We didn't think we'd have enough guys for two teams let alone four," Agnew said.

"Had we known we were going to have this much interest we would have made it a Saturday/Sunday thing."

Roberto Alomar and Joe Carter need not look over their shoulders and no one in Port Colborne will be quitting their day jobs, but the whole idea



**Del Fraipont of the Incoettes warms up.**

wasn't to outperform the Blue Jays. The whole idea was to have fun.

The Incoettes were a team billed as "the ladies of Inco," superintendent of operations Del Fraipont, resplendent in

his garter, green and blue jumpsuit and wig.

"Dressing up? This is normal."

The tournament was a way to get people together to get to know each other and have a little fun. Children and wives came out and a post-tournament barbecue gave people a chance to get to know each other even better.

"There's 300 people at this plant and we hardly ever see each other," Agnew said. "This gives us the chance to meet and socialize with people we wouldn't normally see."

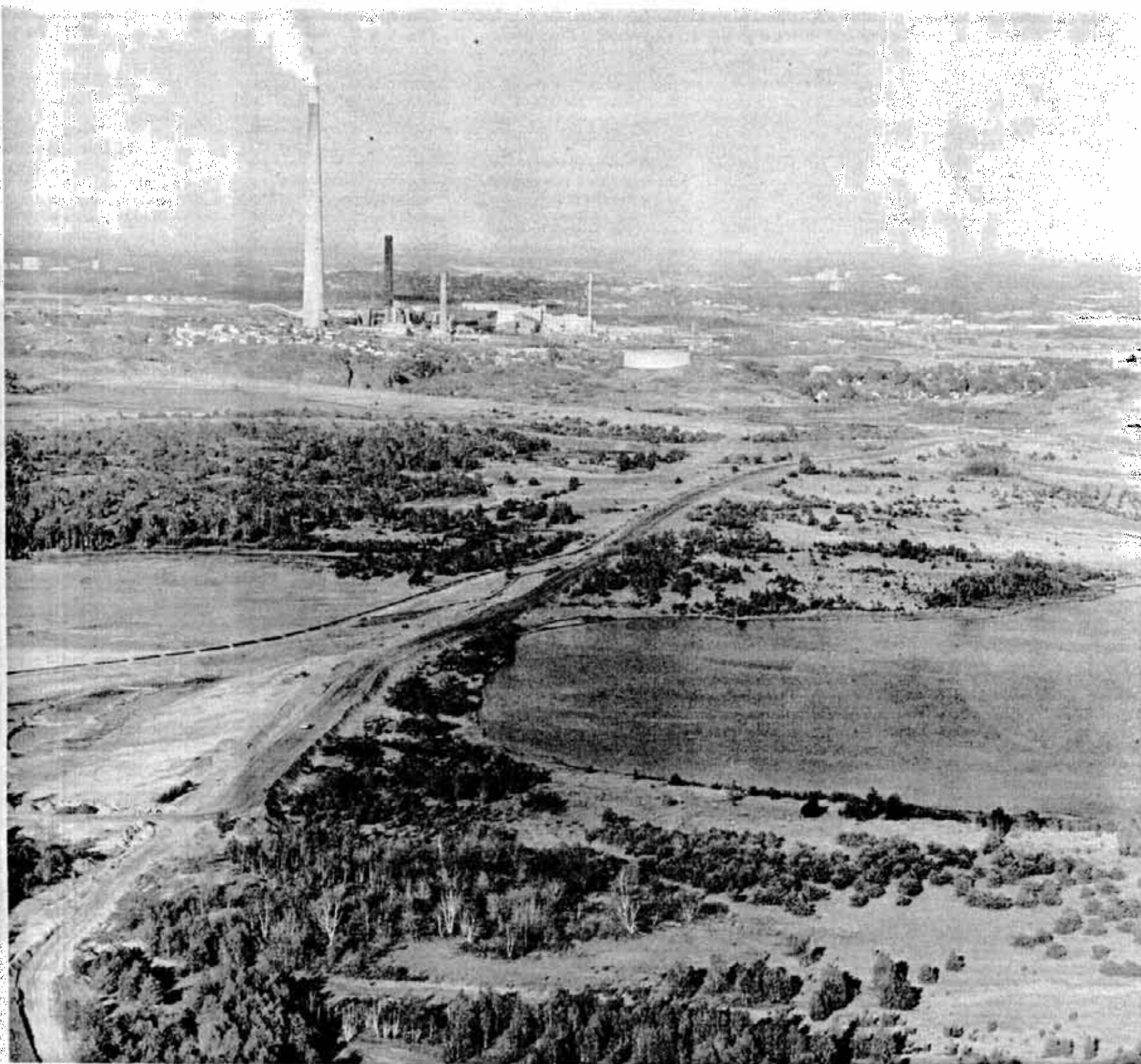
There are no solid plans about future tournaments. There is talk of a tournament next year and even the possibility of a league if a suitable and available field can be found.

"I think it's really going to go places from here," Agnew said. "You can see the interest is here."



**Scott Wolfe of maintenance and engineering and Jim Suess of maintenance watch as their team goes up against the Electrical team.**





Inco has transformed its bad-boss image in Sudbury by adopting progressive workplace policies, cutting pollution and improving relations with the community. (A different picture of the Smelter was used with the Toronto Star story.)

## Inco overhaul

**How did the giant nickel miner slash its work force - and improve its image?**

*Inco was featured in a recent edition of the Toronto Star. This is the complete text of the articles in the Star, including the company's recent history, its changing public image due to improved labour and community relations, the company's emphasis on safety and the environment and its partnership role with the community and community institutions. The writer, Tony Van Alphen, is a former Sudbury reporter.*

**Tony Van Alphen**  
TORONTO STAR

**S**UDBURY — Mayor Jim Gordon called the company arrogant. MPP Eli Martel thought it treated the area like a banana republic. Union leader Ron MacDonald just hated it.

The situation couldn't have been much worse for Inco Ltd. in the late 1970s.

The multinational mining

giant had built a reputation as one of the big, bad bully boys of Canadian business, running roughshod over workers, the community and environment.

But now, 15 years later, Gordon says the cat has changed its stripes and Inco is running on an "enlightened course."

"There has been major change by the company for the benefit of everyone," says

Gordon.

Martel, the former crusading MPP, concedes Inco has become a model employer with a conscience.

"You have to give the devil his due," he says with grudging admiration. MacDonald, a senior union leader who battled Inco at the bargaining table and on the picket line, adds people are now proud to work for the company.

"When I came to Inco in the '50s, everyone hated the company and a lot of people were ashamed to admit they worked here," he says. "Now, Inco is seen as progressive and people are proud to work for it. The company has also become a better corporate citizen."

Inco has shed its big boss image, overhauled the workplace, given employees

more responsibility, cut pollution, shared wealth and improved relations dramatically with the community. And the metamorphosis came during the roughest business period in the company's history.

Inco, whose motto is "stronger for our experience," cleaned up its image and won over most workers and the region's population while cutting about 8,000 local jobs during two recessions.

It managed to downsize its operations without crippling the local economy, which, despite some shrinkage, is now stronger than ever. Inco has now become an inspiration to others on how companies can cut back and boost productivity while easing the pain suffered by people around it.

The company says the change has attracted the at-

tention of several international firms, which have asked how it managed the spectacular turnaround in the face of numerous obstacles.

The actions, which were driven by economic necessity, have even provided some guidance to Michael Decter, the Ontario government's chief negotiator in the now-failed "social contract" talks between the province and the civil service.

The government wants to downsize quickly but cushion the pain as much as possible for workers.

Gordon says it's difficult to compare the Sudbury experience to what the province has tried because the work environment, timing and goals are different.

The mayor remembers one occasion in the mid-'70s when

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continued from page 3

he visited the president of Inco's Ontario Division asking for a donation to help repair an arena roof. "It's about time you stood on your own two feet," the Inco executive told Gordon in dismissing the request.

It showed Inco's true arrogance, says Gordon, who later served as a Conservative MPP before returning as mayor. "After that, it just got worse," he says.

Plans in '77 to lay off 2,800 workers followed by a bitter 8 1/2 month strike in '78-79 galvanized the community. The public's perception of Inco, which had accumulated an astounding \$1.72 billion (U.S.) in profit during the 10 years before '77, had hit rock bottom. The bad publicity also came at a time when Inco was losing its grip on the world nickel industry. In the '60s, Inco held about 80 per cent of the market for nickel, a metal used in everything from stainless steel to car and airplane parts. But an influx of new producers had slowly changed Inco's dominance to the point in the mid-'70s where it could no longer control supply and price. Nickel supply skyrocketed; prices crashed.

Inco was soon in trouble because of high production costs.

The strike, the biggest in Canadian history in terms of worker-lost days, made a solution more difficult. The company faced a hostile work force and community at a time when it needed their co-operation in handling the necessary cuts and productivity improvements ahead. "The long strike was a lesson for everybody - the company, the union and the community," says Inco vice-chairman Walter Curlook. "There had to be a different way."

That began when Inco chairman Edwin Carter conceded to community leaders the company needed to consult them about its future plans. Gordon, the Sudbury mayor, had learned about the '77 layoff announcement on the radio.

Carter also promised that Inco would manage production better so there would be fewer fluctuations in local employment with the resulting hiccups for the economy and business. But questions still remained about the company's sincerity during the '80-'82 recession. Demand for nickel and price for the metal plunged again. Workers walked off the job for a month in '82 and the company kept the mines shut for another nine months because of worsening market conditions. During one period, Inco was losing \$1 million (U.S.) a day. But MacDonald, who led the Inco workers at the time as president of the United Steelworkers of America Local 6500, sensed a change.

"They could have left us on the picket line for nine more months or laid off a few more thousand workers permanently," he says. "But they didn't." Instead of widespread layoffs, everyone shared the pain of unemployment. Inco cushioned the impact by extending company health and insurance benefits to workers for the duration of the shutdown.

The federal and provincial governments also stepped in with temporary job creation aid.

After the shutdown, Inco laid off another 1,200 workers as it staggered under losses of \$204 million (U.S.) in '82 and \$234 million in '83.

But for the first time, Inco offered something different - an early retirement incentive snapped up by close to 540 hourly-rate employees.

The offer worked so well that the company repeated it five more times during the last decade with progressively richer terms. In '85, for example, workers who qualified for a pension would receive one week's pay for each year of service to a maximum of 26 weeks. Inco effectively reduced its work force in the decade by more than 5,000 employees without layoff. The company now had about 12,500 retired employees in Ontario receiving pension benefits, most of them in the Sudbury region.

Its total work force is only about 7,000.

Curlook says the incentives were beneficial for workers, the community and Inco, and didn't cost that much. It allowed older workers to enjoy their retirement earlier and since more than 90 per cent of

ventories grow large, the company usually shuts down local operations for two to four weeks a year. The moves avoid layoffs and allow for vacation and maintenance. The '78 and '83 cuts hit the Sudbury economy hard, but the gradual reduction in the '80s



**Inco vice-chairman Walter Curlook says retirement incentives did not cost that much and kept younger workers on the job.**

them live in the region, they remain a force in the local economy, he says.

The incentives negated the need for mass layoffs and the worker and family and corporate ills they cause. Furthermore, Inco kept its younger workers and the company's investment in training, notes Curlook.

"By laying off young people and the talent for the future, you shoot yourselves in the foot in some respects," he says. Inco also controls its production better and when in-

without more layoffs gave the region time to replace the losses through diversification efforts.

The cuts at Inco came at a time when it was introducing new mining techniques and machinery to improve productivity and safety.

Workers now blast rock panels 20 storeys high at one time through a method called vertical retreat mining, and operate load, haul and dump vehicles underground by remote control.

The company also over-

hauled job duties so workers got more variety, made decisions and gained extra responsibility.

Those moves have nearly doubled productivity from 140 pounds of nickel per man-shift to about 250. The company projects it will reach 300 next year.

The changes improved plant efficiency. Inco now runs one refinery on a five-day-a-week schedule instead of seven, reducing energy and manpower requirements.

Lost time accidents have tumbled from 12.4 per 100 employees annually to 1.3 in the last decade. Absenteeism is also down, and the declines have produced significant savings.

The company is experimenting with more power sharing in the work place but that has produced mixed results.

"There are still dinosaurs on both sides locked into doing things the old way and not making it work," says one company insider; "But we're going to keep trying."

The productivity improvements, downsizing and better markets produced major profit gains in the late '80s, including \$690 million (U.S.) in '88 and a record \$753 million in '89.

The company's stock price climbed from a low of \$9.88 in '82 to a high of \$44.25 in '92, and now trades in the \$28.50 range.

In view of the new prosperity, the company agreed to share some of its wealth in the form of a bonus for workers based on the price of nickel and give shares under a formula based on return on equity.

Martel, vice-chairman of Ontario's Environmental Assessment Board, says the company has taken a more humane approach to injured workers. Instead of paying disability benefits and forgetting about those employees, Inco has retrained hundreds and put them back into the work force.

"They've been more responsive than most companies I know regarding treat-

## Turmoil led to communal effort

**Tony Van Alphen**  
TORONTO STAR

**S**UDBURY—The two local mining companies eliminated more than 13,000 jobs in this region in the last 15 years but it didn't decimate the economy.

Breaking its historic dependence on the mining sector, the Sudbury region diversified in other sectors and built a stronger and more vibrant economy.

"Everyone thought we'd roll up the sidewalks and close for good around 1982," says regional chairman Tom

Davies. "It just didn't happen because when the mining companies went down, we went to work."

Inco Ltd. and Falconbridge Ltd. reduced their work forces between '77 and this year from almost 22,000 to about 9,000. In '77, mining accounted for 34 per cent of the region's jobs but it now represents about 13 per cent.

Davies said when it became clear in the late '70s that Inco and Falconbridge would dramatically reduce employment, Sudbury had to rebuild and find ways of getting new jobs.

It made a major push to establish Sudbury as the educational, medical, government, service and tourist centre for Northeastern Ontario.

The effort resulted in replacement of all the lost mining employment and more.

About 10,400 jobs have been created in those specific areas since 1981, according to statistics from the Sudbury Regional Development Corporation.

For example, the Ontario government moved the Ministry of Northern Development and Mines and other

offices to the region.

Laurentian University and Cambrian College underwent major expansions and hospitals increased their services, including the establishment of a cancer treatment facility.

The region also encouraged more companies and small manufacturers that service the mining industry to locate in the area.

Davies notes, however, that while the region created more jobs, many of them are lower paying positions and therefore don't carry the same economic weight as a mining job.

Ron MacDonald, president

of the regional development agency, says big layoffs and turmoil in the mining industry in the late '70s and early '80s taught labor, business and community activists to work together.

"For the first time, we started to work in the best interests of the community," he says. "We were focused. That helped a lot."

Debbi Nicholson, executive director for the Sudbury and District Chamber of Commerce, says local small businesses suffered particularly through the early '80s because they had to operate through a



ment of injured workers and improving safety in the last 10 years," he says.

On the pollution front, Inco will open a rebuilt smelter later this year that will slash sulphur dioxide emissions from its world-famous Superstack, the biggest single pollution source on the continent. The reconstruction, which cost \$600 million, will also save the company \$90 million in annual production costs.

The company has also helped in the regreening of the

region after its air pollution killed vegetation and created a barren landscape in several areas.

Inco has also assisted in the region's diversification by contributing millions of dollars to the expansion of Laurentian University, Cambrian College and medical services.

It donated land for a major industrial park and pumped \$5 million into the Science North tourism project.

"Their contribution got the project off the ground in

1981," says Jim Marchbank, chief executive officer for Science North. "As far as I know it's still the biggest single corporate contribution for a community project in Canadian history."

The company stepped up its research and participated in a provincial resource equipment venture in the early '80s.

"Walter Curlook was on the advisory board and it was clear he was 'walking the talk,'" says Gordon, who was also a member. "They were serious."

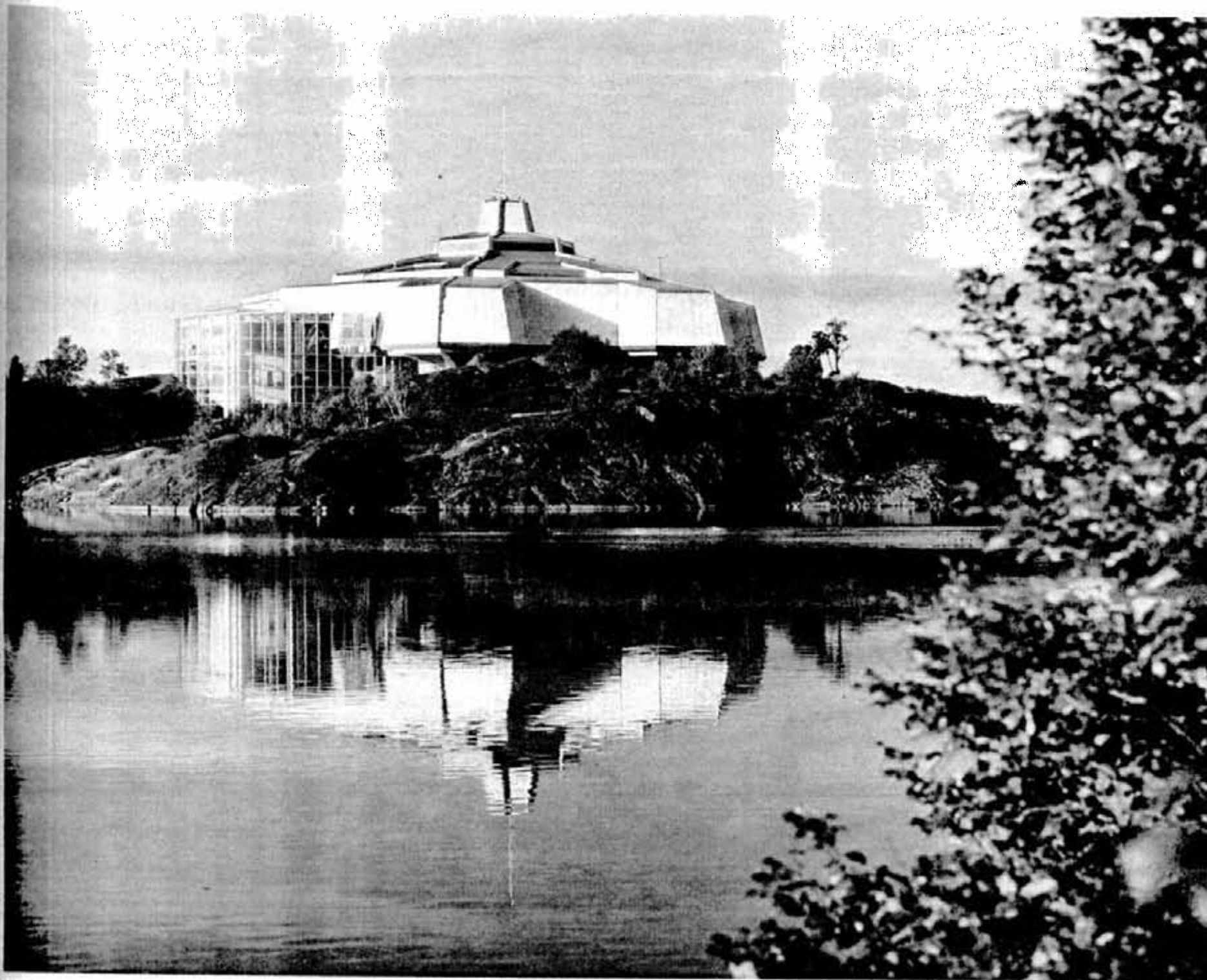
Inco stepped up development in mining equipment and in '84 it created a local subsidiary called Continuous Mining Systems, which designs, makes and markets new mining equipment for world markets. The company employees 70 and sales reached a peak of \$38.8 million in '91.

MacDonald, who is also head of the Sudbury Regional Development Corporation, says he'd like to see Inco add more value to its production here before shipping it offshore

for further processing. "Inco can create more jobs by manufacturing more stuff here," he says. "They still have a way to go on that."

But MacDonald and other people in the community acknowledge that the company has come a long way from the dark days of the late '70s and early '80s.

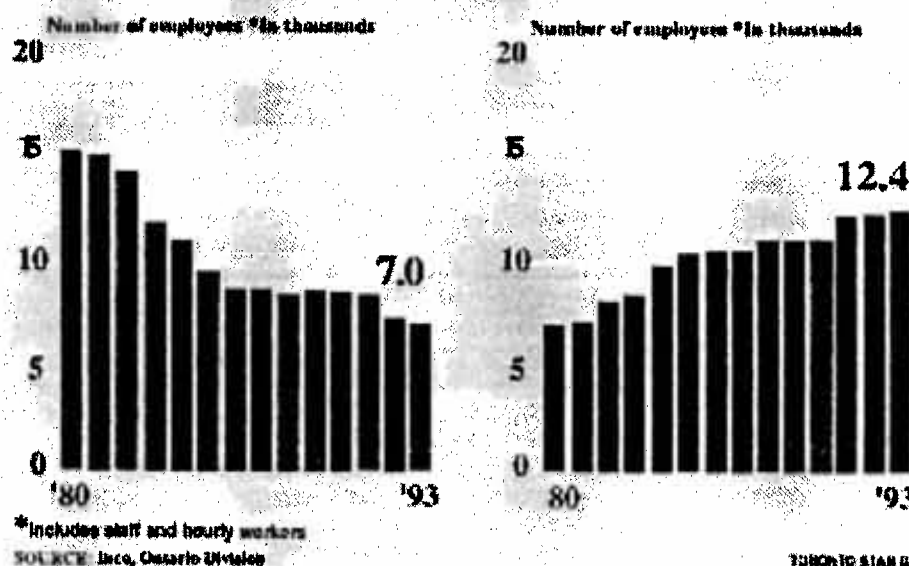
"I think it would be very scary for Inco if we were in the kind of shape we were in 15 years ago," said company spokesperson Bob Purcell.



Inco has assisted in the region's diversification by contributing millions of dollars to the community, including \$5 million into the Science North tourism project.

## Inco's cutbacks

Its work force has shrunk . . . while pension roll increased



recession, a nine-month suspension of Inco operations and continual cutbacks in the mining industry.

At one point in '82, the unemployment rate topped 20 per cent.

She says chamber membership increased from about 550 since then to more than 1,125 a few years ago. It's now back down to 850.

Nicholson adds local businesses tend to be more resilient than their counterparts in other cities because of the local upheaval in the mining industry.

Arnel Michel, who heads a

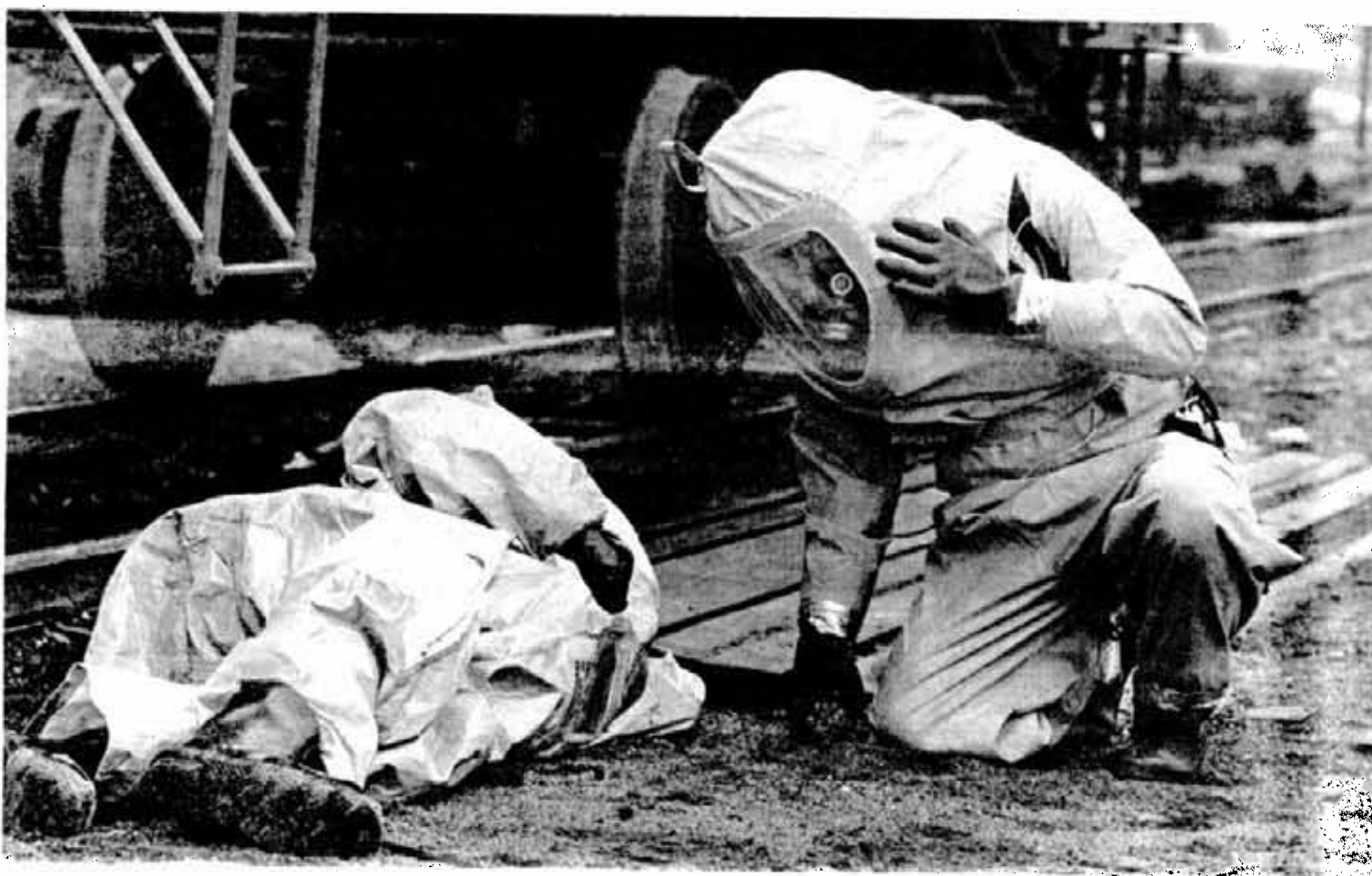
family business that includes a restaurant, hardware store and property development, says he understood the need for Inco to gradually cut back. But emphasis on early retirement incentives instead of layoffs has helped cushion the impact while the region found new jobs, he says.

The development corporation finished a project recently called The Next Ten Years which emphasized areas where the region should focus its efforts in the pursuit of new job creating ventures.

"It's our new road map," says MacDonald.



Sudbury firemen plug up a hole in the tank car, then (right) place a patch on it.



A rescuer checks on "victim" Ron Babin.



Safe inside his protective gear, a Canadian Pacific emergency response team member carries his own picture window with him.

## Hazardous materials "disaster" a big success

It was the kind of thing that gives nightmares to Inco's emergency preparedness planners.

Canadian Pacific Rail and Inco crews shunt liquid carbon dioxide and sulphuric acid cars in the Smelter yard when a sudden derailment occurs, causing one car to collide with a protruding bar from a nearby building. From a half-inch hole in the side of the tank car, liquid sulphuric acid spews to the ground.

A second car is jarred when it stops suddenly, causing a small leak in one of the vapor valves. To make matters worse, the Inco Hazardous Material Team, first on the scene, suffers a casualty as a

member falls from a tank car and sustains a broken leg. He's on the ground, just feet away from the spilling material.

The location, near the Transportation building, resembles the set of a disaster movie, with lights flashing on numerous fire trucks, rescue vehicles and other equipment amidst the static of hand-held radios. Grim-faced men suit up in protective suits that look like preparations for a moon walk.

Inco emergency preparedness coordinator Berno Wenzl displays a broad grin.

Everything is just perfect. "It went very smoothly. It certainly went much better than we ever expected," said

Berno. "The idea was to work the snags out of the system. There were few to work out."

Berno made the observation following de-briefings on a multi-organizational emergency response exercise carried out earlier this month at the Smelter. Tagged Exercise Hazmat, the "disaster" was staged not only to test Hazmat (Hazardous Material) response and performance on the ground, but also to test inter-agency communications.

Berno said the exercise was above all, a test of communication between company and community emergency response organizations.

"Directly involved with

Inco were Sudbury Regional Police, Sudbury Fire Department, Central Ambulance Communications Centre and CP Rail.

"That's not including the approximately 40 people on hand as observers," said Berno. "Onlookers included most of the chiefs from area fire departments, CN Rail, politicians and others."

"I think we met more than the initial objectives with this thing. Both the 'tabletop' exercise at the Copper Cliff Club and the field response were successful. We know that communication is critical in these situations and I'm confident that we are prepared."

While most of the scenario

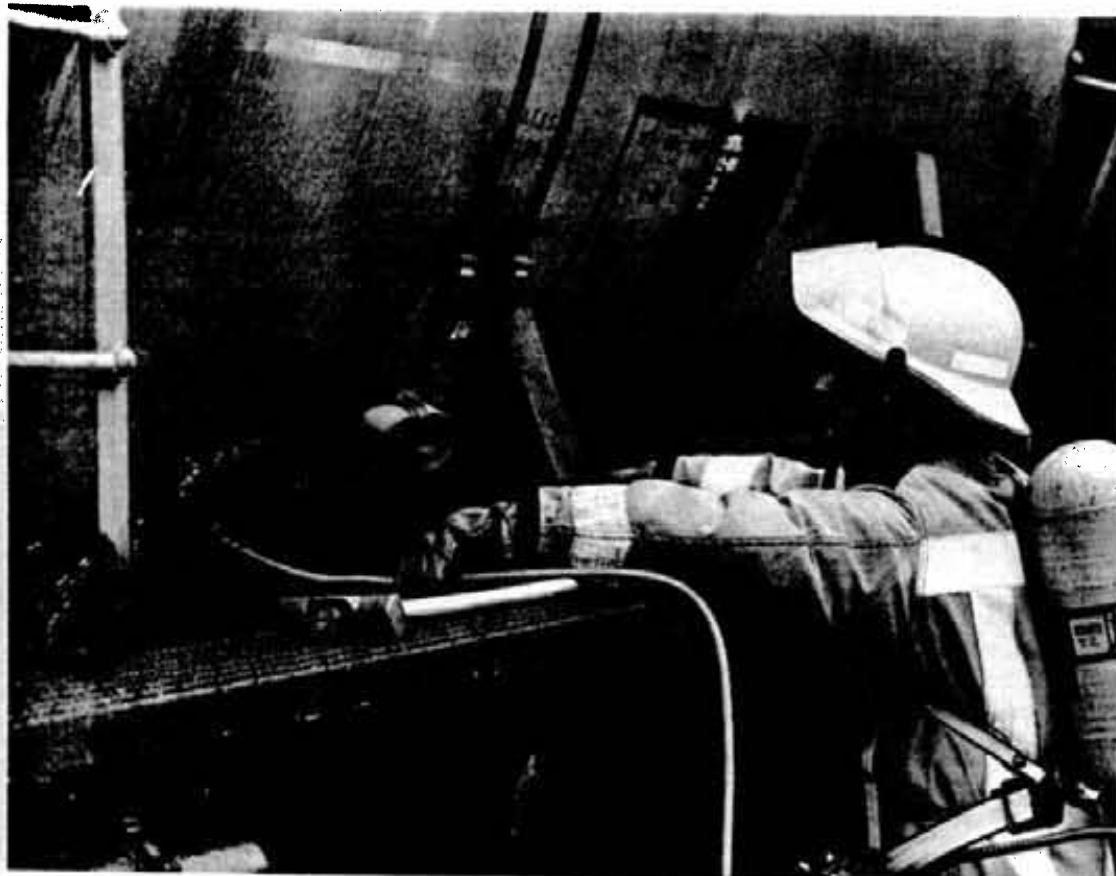
demanding as much realism as possible, some of the firefighters were unable to do a full simulation.

"These people were on duty," said Berno, "so they couldn't afford the time to get out of the special protective clothing and respond to a call."

Copies of a video of the exercise that was produced by Inco's Audio Visual Department will go to area fire departments, police, Canadian Pacific and others including Falconbridge who are involved in their own emergency response program.

The film will be used for training purposes.

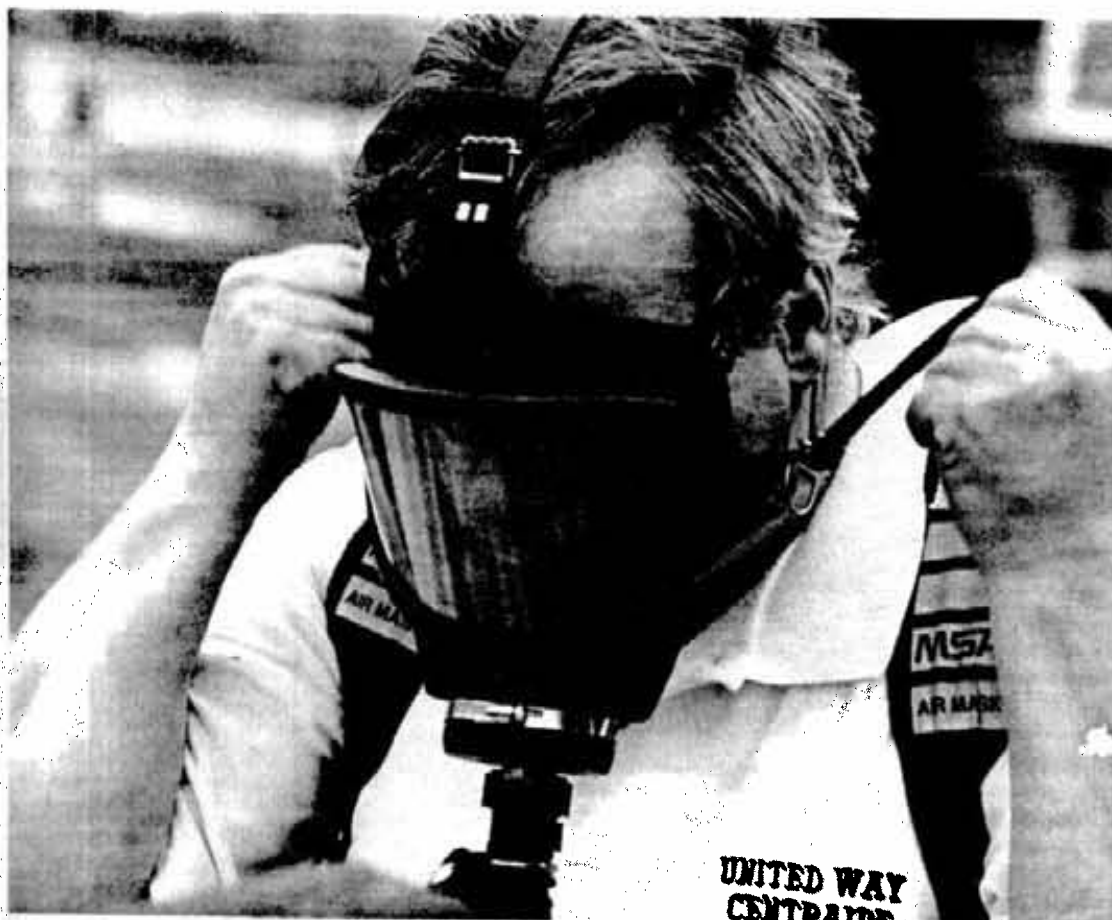




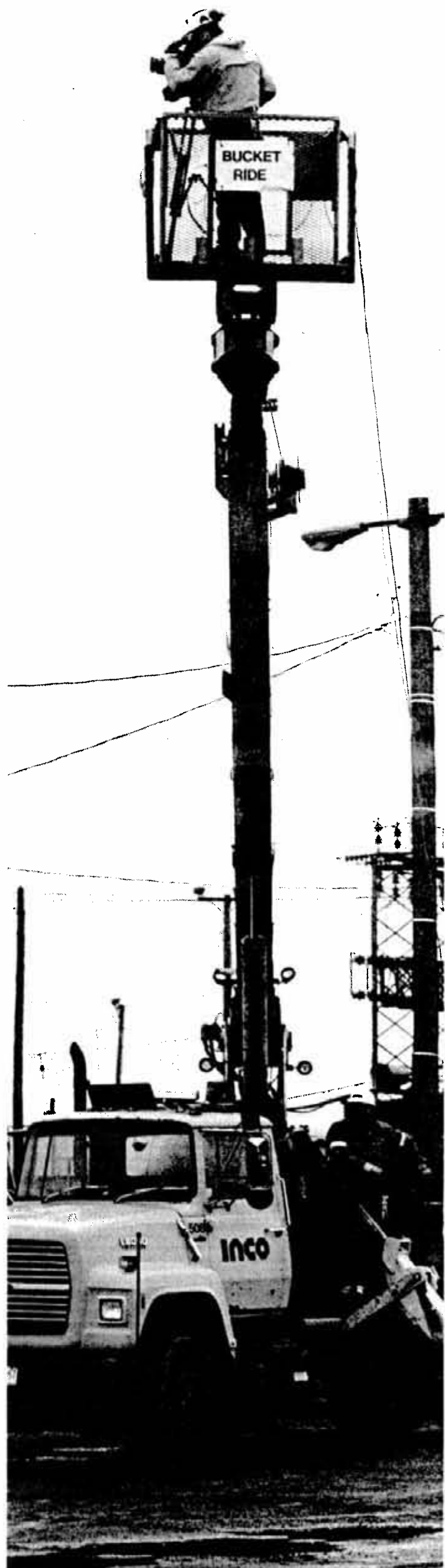
A Sudbury Fire Department rescuer is zipped into his protective suit.



"Victim" Ron Babin takes a stretcher ride while a third team member climbs the car to check the pressure valve.



Smelter training coordinator Ron Babin prepares for his role as "victim" for the exercise.



Mike Barrette of Audio Visual films the exercise from his birds-eye perch. The video will be used to critique the event.



After walking about a mile along a drift from the Creighton cage to the neutrino observatory site, the group of about 50 dignitaries are almost engulfed by the huge cavern.

## Creighton miners dig their way to razor's edge of neutrino research

**T**he team of engineers, miners and supervisors responsible for creating the 10-storey cavern that will house the Sudbury Neutrino Observatory was honored recently at an underground ceremony to mark the completion of the excavation.

Dwarfed by the massive cavern, Inco's vice-president of Mining John Kelly told Science, Industry and Technology Minister Tom Hockin and scores of other politicians, dignitaries, scientists and miners at the ceremony that the job serves as an example of cooperation, enthusiasm and support in bringing the first phase of the project to a successful completion.

"We wish to recognize the contributions of all of members of the SNO group and the team of engineers, miners and supervisors who have done an excellent job to produce the cavern you see here in its completed form," he told the group. "At Inco we are proud to be a part of a team ushering in a new era in astrophysics

and promise the same cooperative spirit in the next stages of the project."

Special guest for the event, the science minister joked as he stepped out of the cage (elevator) 2,400 metres underground that he hadn't "been this low since I last read the Gallup poll."

He called the cooperative physics experiment "the wave of the future," adding that no single country can afford a huge science program anymore.

Mr. Hockin said he's keenly followed the development of the international SNO project and sees it as an excellent example of how countries can work together.

"Be it we're going to explore space together or whatever, we need examples. And this is one."

While the project has national and international implications, it will be no less of a boon to the local community.

"Sudbury is going to become a centre for science and



Science, Industry and Technology Minister Tom Hockin (centre) talks with Neutrino Observatory visitors, including Regional Chairman Tom Davies and Bill McLatchie of Queen's University (2nd and 3rd from left).





Science, Industry and Technology minister at the wheel of scooptram under the supervision of driver Peter Langevin.



Science Minister Tom Hockin at the ceremonies: An example of international cooperation.

technology. And it could be one of the most significant centres in the world for basic research."

He said he'll discuss the SNO project with science ministers from the G-7 industrialized nations as well as a Russian science minister at a Canadian-hosted science conference.

Sudbury Region chairman Tom Davies praised the project for its positive effects on the future of the community, yet said there's more to the project than the generation of money.

"There's the possibility of achievements for all mankind," he said.

For Inco, said John Kelly, the project not only recognizes the scientific significance of SNO, but also follows the company's corporate philosophy of working closely with the Sudbury community to better the environment in which we live and work.

The ceremony was brought to a close with the symbolic dumping of the last load of rock with a scooptram. The science minister did the honors with a little help from experienced Inco driver Peter Langevin.

Almost 70,000 tonnes of rock were blasted and removed from the site to create the huge cavity. The cavity will be fitted to house a unique \$61 million Canadian laboratory to study neutrinos.

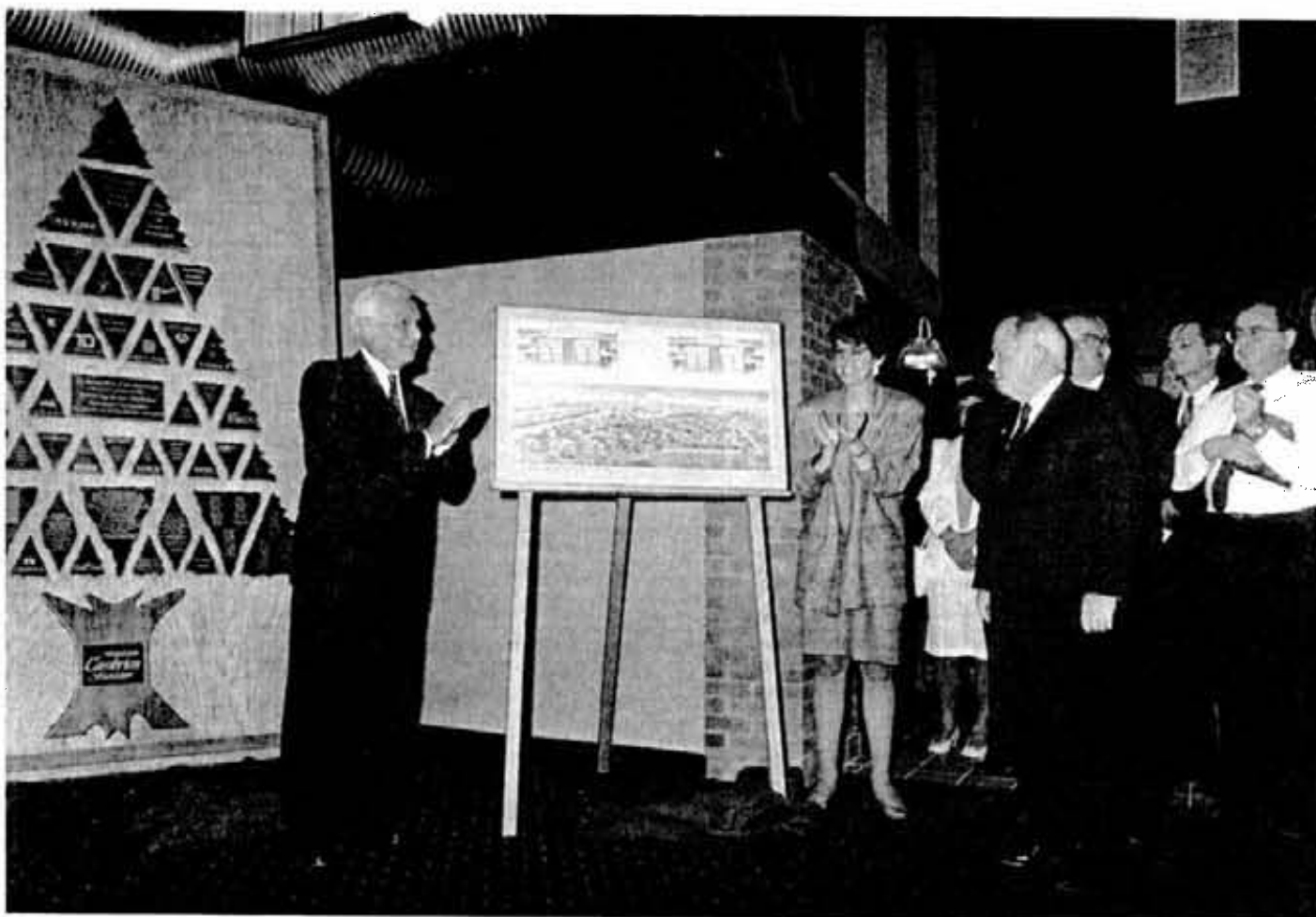


Doing the unveiling for the end of excavation are John Kelly, Science Minister Tom Hockin, David Mann of the Ministry of Northern Development and Mines, SNO institute director Art McDonald and director of communications Doug Hallman.



Inco vice-president of Mining John Kelly, standing in the cavern excavated to house the Sudbury Neutrino Observatory, addresses visitors.





Included in the unveilings was the "Donor Tree" (at left) that lists all donors to the residence fund-raising campaign. At left is Walter Curlook and at right Shelly Martel and Glenn Crombie.



A view of several of the students' units at Inco Place.



A student studies at the desk in one of the unit's bedrooms.



Inco vice-chairman and chair of the Investing in Our Northern Heritage Campaign, Walter Curlook addressed those attending the official opening of the new students' residence.



Ontario Division president Jim Ashcroft and Inco vice-chairman Walter Curlook view one of the new students' residence units at Inco Place.



For his long-standing support of the college, the name will mark the main college thoroughfare.

## Cambrian expansion reflects

*continued from page 1*  
million donation toward the residence, Walter said the company is very cognizant and appreciative of the key role that Cambrian is fulfilling in the education and preparation of our young people for useful and rewarding occupations.

"This appreciation stems from the close cooperation and support that Cambrian has always extended towards meeting the specific needs of the mining industry."

He acknowledged the many people and groups who supported the fund-raising efforts

and helped unveil a "Donor Tree" plaque that lists, on the boughs, all the donors who contributed to the campaign.

He also unveiled plaques designating two villages that make up the new residence. Place Ricard is named after the largest private donation made

by Alma and Baxter Ricard and Inco Place, named after the largest corporate donor.

Walter himself was brought centre stage when college president Glenn Crombie announced the naming of the college's main thoroughfare "Curlook Drive" in honor of

his steadfast support of the college.

"Dr. Curlook's commitment to education, Cambrian College and the residents of the North has been constant," said Mr. Crombie. "Dr. Curlook led the board in the search and selection of the college's first





**A bathroom adapted for the handicapped.**



**Comfortable and bright living and dining areas in one of the units.**



**Entrance of the students' residence viewed from the Laamanen Centre.**



**The hallway in the Laamanen Centre.**



**A view of the living and dining area in one of the units adapted for the handicapped. At left is the kitchen.**

**Left, Inco vice-chairman Walter Curlook's unit are.**

# Sudbury's diversity: Curlook

president, in the selection of the college's name and in the establishment of the college in Sudbury and of satellite campuses in Sault Ste. Marie and North Bay. He also played an instrumental role in the purchase of Cambrian's permanent site in Sudbury."

Mr. Crombie pointed out that Walter became the first Canadian to receive a Benefactor Award from the American-based National Council for Resource Development for his sacrifice and dedication to the community. Among the many people

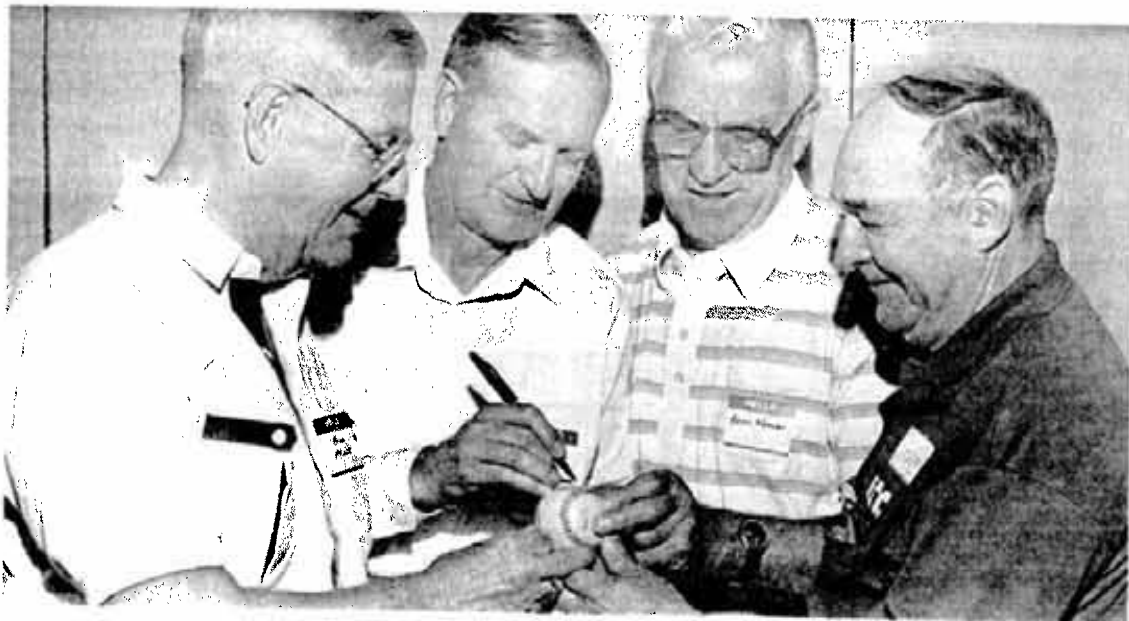
recognized for their support was Cambrian graduate and founder of Laamanen Construction, Risto Laamanen. Mr. Crombie said Mr. Laamanen has always found time for his alma mater and has served as a member of the Board of Governors and as chair of the Board

of Directors of the Cambrian Foundation. In honor of his support, a residence centre providing security, laundry, mail and leisure facilities was named the Laamanen Centre. The residence consists of 50 two-storey, self-sufficient units

linked in two village clusters. Each unit provides kitchen and living room space, six individual bedrooms, and basic furnishings and appliances. Two bedrooms in four of the 50 units have design adjustments to provide for students with special needs.

JUNE 1993

# in touch



On the ball is pensioner and Pensioner Days organizer Severo Zanatta. He's getting autographs of local sports personalities "way back when." From left are ball umpires Bill Prince, 67, retired as paymaster in 1984 after 37 years; Merv Gribbons, 62, retired 1991 as crane inspector after 40 years; and Berk Keaney, 70, retired 1982 as plate shop leader after 43 years of service.



Charlene Brisebois' photography is reviewed by brothers Leo and Gus Marinier. Leo, 73, retired in 1982 as Garson Mine foreman and Gus, 64, retired in 1987 as a Garson miner.



Pensioner Rudy Bohm describes his sailing adventures.



Through thick or thin, retired Levack Mine drill fitter Gerry Sanche, 59, wasn't going to miss Pensioner Days. He requires the vehicle because of health problems.

Derald Balson, 64, retired in 1983 as personnel clerk, gets updated on benefits from Benefits supervisor Terry Duncan and counsellor Bob Archibald at a special booth set up at Pensioner Days this year.

## Pensioner Days a chance to renew friendships

by Marty McAllister  
Canadian songwriter Gordon Lightfoot captures it with the opening line of one of his songs: "It's so nice to meet an old friend, and pass the time of day."

Inco retirees would certainly agree, but this occasion was even more special than that.

Former Creightonite John Kruzic deferred an important doctor's appointment to be there. Ilmarie Manninen and his Crean Hill cronies motor-pooled in from Walden West. Dave Lennie left his home on the lake, on one of this year's few nice days. Don McLean, looking as great as ever, loaded up his arsenal of jokes and drove in from London. All because of Inco's annual Pensioner Days.

Again this year, the turnout on all five days was excellent. Some looked wonderfully casual; others welcomed the excuse to dress up in their finest.

### Joyful noise

Milford Kellier worked for 17 years at the Coniston smelter, until that plant closed, and then moved to the FBR building until 1976, when sickness disability cut his working years short. After six years of stomach surgery and rehabilitation, he took his pension.

Now 74, Milford just has to "eat less ... more often." But, he still has plenty of energy and enthusiasm for his first love: music. And, his is a very special music.

Perhaps he's inspired by the first verse of the one-hundredth Psalm, which reads:

"Make a joyful noise unto the Lord, all ye lands."

For more Sundays than he can remember, Milford has been playing the trumpet, the accordion, and even the drums, at Sudbury's Salvation Army chapel. And, on Saturday evenings, he and a group of kindred spirits get together at one of their homes for the sheer enjoyment of playing and singing gospel songs. His warm smile tells it all.

### New world of business

ready retired several years from the Divisional Shops, and looking fresh and fit, Roger Desloges talks enthusiastically about his growing air tools sales and service business, now with locations in Sudbury and Little Current. Also taking a break from his "grow-

ing" business was Bob Sandberg, formerly of the Copper Cliff Smelter.

### Gabriola time

You have either a lot of time or a poor sense of direction, if you drive 8,000 kilometres to get from British Columbia to Sudbury. A skilled sailor and navigator, Rudy Bohm usually knows exactly where he's going ... and how long it will take to get there. So, he was able to drive from his home on Gabriola Island, not far from Nanaimo, down to California, across to Texas and up through Michigan ... arriving in Sudbury just in time for Pensioner Days. Rudy retired in 1982, after 31 years, at the age of 55.

Six years later, he and his wife sold everything but a half-

ton and a camper, and moved to B.C., to be near their son and the glorious Pacific. And they bought a boat. Some boat!

It's a 42-foot Yankee Clipper ketch, with a nine-ton displacement. So far, most of their sailing has been northward ... in and out of countless bays and channels that offer scenery, solitude and salmon. And there are special displays of nature's own drama, like the ruthless fury of a killer whale's attack on panicky young seals.

"Chances are still about 50-50," Rudy says, but he hopes 1994 will be the year they embark on a voyage "down the coast and through the Panama Canal."

In the meantime, they'll continue to enjoy the lifestyle of their island paradise, where



Retired Garson Mine foreman Wes Ashick, 72, grabs for a donut offered by Darl Bolton of Land Reclamation. At one time six Ashick brothers worked at Inco. All are retired.



Ready for the eats are (left to right) Raymond Bouchard, 77, retired in 1978 as North Mine cagetender after 32 years of service; John Lackmanec, 68, retired in 1986 as North Mine dryman after 36 years; Roland Lefebvre, 70, retired in 1982 as Divisional Shops mechanic after 40 years; Jerry Lamothe, 72, retired from the Loco Shop in 1984 after 44 years of service; Howard McCorriston, 67, retired as North Mine miner in 1984 after 35 years; Arcade Paquette, 69, retired in 1984 as Garson dryman after 33 years; and Paul Poulin, 72, retired in 1978 as North Mine lift operator after 28 years.



Volunteers Isabel Scott and June Stelmack register Elvin Mantle, 80, retired in 1974 from North Mine and Oswald Gravelle, 90, retired in 1976 from the Clarabelle Open Pit



Enjoying the coffee are Anne Harris, who retired with 37 years of service, Joyce Huneault with 31 years and Gail Roach with 30 years. All retired in 1992 from Computer Systems.

everything proceeds according to "Gabirola time."

**Seen in the crowd**  
Circulating together through the big crowd, Ernie and Charles Workman radiated the same warmth and good humour that had punctuated their days with electrical crews of days past. The baby of the two brothers at 76, Ernie retired in 1982, after 33 years. Looking ruddy and dapper at 83, Charles doesn't look like a guy who's been retired for eighteen years. Again this year, the remarkable Edna Wallburg and Marg McDougall inspired the others with their stubborn refusal to let disability keep them away. Sure, they needed help to get to the Caruso Club, and to get their beds into position

up in the hall, but the desire to be there — surrounded by friends like Gloria Tresize, Bernice Larouche, Florence Husson, Birdie McHugh and Dorothy Bell — was all theirs.

**Full of the Old Nick**  
Ever the tease, maybe because he came from the Devil's Glen, Bert Smythe was there more than once ... to terrorize as many of his former workmates as possible, or to give his dear wife a break?  
**Lorenzo Lalonde**, who retired 15 years ago, after 39 years' service, chatted with **Paul Desautels**, who left the Smelter P.M. Office in 1984, after 30 years. Between them was none other than **Sirio Bacciaglia**, the nemesis of the Inco Annual Meetings, who has been retired 8 years, after

37 years of yeoman service in maintenance and property management. Anyone hoping that Sirio might be mellowing a little is in for a big disappointment: he's in better form than ever.

**What better place?**  
This year's Pensioner Days had a new and welcome feature. In one corner of the hall, Employee Benefits set up a booth that was attended each day by two representatives from the Copper Cliff Benefits office.  
The idea, explained Human Resources Specialist **Terry Duncan**, was to provide a convenient, informal way "for retirees to make inquiries or voice concerns."  
Each day, questions from about a hundred retirees ... on

topics ranging from benefits to tax deductions to changes of address ... convinced Terry and his colleagues that "this new idea should be an ongoing thing."

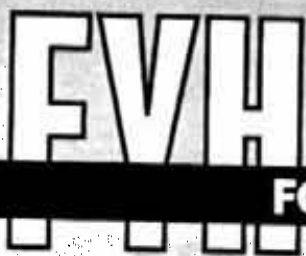
**Retired but admired**  
Out in the foyer, Fred Johannes made a point with **Hans Gramman**. Casting an eye around the busy room, the retired maintenance executive said: "The talent represented here is just tremendous; I could staff any project they could throw at me, without even leaving this room!"  
On a different day, in a different corner, **Nels Crowder** echoed the same sentiment as he reminisced about the men he had supervised during his days underground: "What ability they had! It still amazes

me when I think of the work they did for me and for the company; they were incredible!"

The mutual fondness runs deep in this crowd. When one of the regulars like ex-line foreman **Bill Taylor** is missing, for the first time in 22 years, someone notices. I know I did, and so did **Jimmy Harber**, in during lunch to visit the old gang.

So, with Jimmy's help to find the right Taylor in the phone book, I called my longtime friend ... who had been my dad's friend too. As it turned out, he was fine and full of news. Just a little knee trouble that makes crowds difficult.

That's no problem, Bill. Next year, if you need a hand, you give a call, hear?



## FOR YOUR HEALTH

From the Occupational Medicine Dept.



# Sun worshippers beware!

"Roll out those lazy, hazy, crazy days of summer..." Tempted to sing along with that famous hit. Think of it. Soon we will be basking in the first real heat of the summer. After our long hard Sudbury winter, most of us are likely to over-compensate for a season's worth of sun deprivation.

Swimming, gardening, building that new deck, boating, camping. AAH... ecstasy. We can still have our fun in the sun but we should all get sun smart. The best way to ease into summer is to "play it cool". Once the hot weather starts, it's best to slowly build up your tolerance to heat. During the first week or two of warm weather, your body will gradually adjust by more readily sweating and enlarging tiny blood vessels near the skin surface, which helps the body cool off. When you overdo things, your natural ability to cool off may not be able to keep up the pace. Result? Heat injuries.

### Heat Cramps:

**Description:** Uncontrollable muscle twitching and contraction with pain.

**Symptoms:** Cramps in calf muscles, pain in legs, and limping.

#### Prevention:

#1 - Recognize high heat/high humidity conditions (above 80 degrees Fahrenheit and humidity above 90 per cent).

#2 - During hot weather be careful to limit strenuous work or play in clothing that prevents evaporation of sweat.

#3 - Treatment: Rest and drink plenty of fluids.

### Heat Exhaustion:

**Description:** Loss of body fluids and electrolytes (vital body mineral salts), mainly through sweating.

**Symptoms:** Clammy skin, flushed complexion, headaches, chills, unsteadiness and heavy sweating.

**Prevention:** Same as #1, 2, 3 of Heat Cramps

#4 - Provide plenty of fluids with small amounts of salt or commercially sold thirst quenchers. Remember thirst is not a reliable indicator of how much fluid replacement is needed. Drink more than you feel is necessary to quench your thirst, but in small amounts.

### Heat Stroke:

Heat stroke is the most serious of heat injuries.

**Description:** A breakdown of the body's heating and cooling system. It is usually of sudden onset following exposure to very high external temperatures or strenuous exercise in less severe heat.

**Symptoms:** Confusion, disorientation and incoherent speech which may progress to sudden collapse, convulsions and unconsciousness. In such cases, you have a medical emergency.

**Treatment:** If one of the above three symptoms occurs, quickly seek medical assistance and cool the body down as rapidly as possible by applying cold wet towels or thoroughly soak clothes with cold water. Transfer to medical help as soon as possible.

### The increasing risk of skin cancer

"Tanned" and "healthy" definitely are not synonymous. It is a myth that sun bathing or spending long hours exposed to the sun for any reason is health giving. Exposure to the sun's ultraviolet radiation is known to promote three kinds of skin cancer.

1) Basal Cell Carcinoma

2) Squamous Cell Carcinoma

3) Melanoma

1. Basal Cell Carcinoma is the most common kind of skin cancer (500,000 cases reported annually in the U.S. alone). It is usually localized and curable when detected and treated early.

2. Squamous Cell Carcinoma (100,000 cases a year in the U.S.) can also be cured if diagnosed early, but can otherwise spread and be fatal.

3. Melanoma, the least common of the three, (35,000 cases in the U.S. in 1990). Malignant melanoma causes most skin cancer deaths. It spreads quickly but can be cured if diagnosed early.

### Rate your sunscreen

Regardless of your ethnic background, you need to use a protective sun screen. The Canadian Cancer Society recommends the use of sun screen with a minimum S.P.F. of 15. S.P.F. stands for the "sun protection factor" contained in the sun screen. S.P.F. refers to the ability of the product to protect skin from burning. The higher the number of the S.P.F., the more protection your skin receives and the longer you are able to stay in the sun before burning. I.e., if it normally takes 10 minutes for skin to become reddened without protection, an S.P.F. of 15 would provide 115 minutes of protection from burning. An S.P.F. of 15 blocks over 92 per cent of the rays which cause sun burn and are known to cause cancer. The skin may still tan even when using a sun screen since all chemical sun screens allow some ultraviolet rays to penetrate. Always look for the Canadian Dermatology Association's seal of approval when buying sun screen.

### Be sun smart

Use a sun protectant with a factor of 15 or higher. Apply the sun screen 1/2 hour before you go out. If you perspire put more lotion on every three hours and after each swim.

Wear a hat with a brim.

Minimize sun exposure between 10 a.m. and 3:30 p.m. when sunburn risk is greatest.

Keep babies and toddlers out of direct sunlight as much as possible. Never use a sun lamp or go to a tanning parlour.

Examine your skin on a regular basis. Any mole that changes shape, color, or size, or any sore that doesn't heal, any persistent patch of irritated skin, or any small growth needs professional evaluation.

### Do your glasses need a coat?

It is well known that exposure to the sun's ultraviolet rays over the years can damage the eyes. You should look for sunglasses that block as much ultraviolet radiation as possible and at least 75 per cent of visible light. It is possible to get an adequate pair for under \$15. The following groups of people should consult their eye care professional when buying sunglasses to make sure they are getting maximum protection against ultraviolet radiation.

1. Anyone having undergone cataract surgery.

2. Those taking medications that make them sensitive to the sun (such as certain antibiotics like Tetracycline).

3. Those who spend a lot of time outdoors, whether at work or play, especially in areas where sunlight is reflected off water, sand, or snow, or at high altitudes. Remember common sense is the best way to make summer safer. Dress for the weather and the activity, always wear a hat in the hot summer and drink plenty of fluids. Dr. Francis, Dr. Garrioch and the Occupational Medicine Department team wish you all a "sunsational" summer!

## Tax changes could threaten survival, profits

Any proposed tax changes should be considered in the context of their cost implications and the combined effects on business profitability and survival.

That was the main thrust of a submission by Inco's Human Resources and Administration vice-president Jose Blanco to Ontario's Fair Tax Commission during a public hearing held in Sudbury recently.

"It is of vital importance that when taxes are being reviewed, that the review take into consideration the global implications of all taxes and mandated costs, and not just the ones that are easily identifiable."

Jose told the committee members that a proposed resources tax - suggested after the Fair Tax Commission

Property Tax Working Group had recommended against taxing underground facilities - is one that concerns the mining industry.

"The inevitable result will be an increase in taxes for mining companies. At a time of intense industrial competition when we are striving to reduce all costs to stay in business, any new tax increase will drive up our costs.

"And this," he added, "in an industry that sells at prices determined by the world markets and operates in an environment of high costs and dwindling reserves."

He proposed that any changes in taxation should simplify the tax levels and structures and ensure that they are consistent with the tax levels and structures of other provinces and the United

States so that Ontario protects its industrial place within North America.



Jose Blanco

"We also recognize that the current economic situation

places extraordinary demands on the provincial economy. We believe, now more than ever, that it is essential for Canada's well being that those mining businesses remaining in the province of Ontario be encouraged to survive."

He pointed out that an independent study showed that the mining industry in Ontario paid \$583 million in taxes to all levels of government in 1990. Of those, \$400 million were paid to the province, \$50 million to municipalities and \$123 million to the federal government.

Government mandated costs also continue to grow. Despite a considerable improvement in safety, Inco paid \$29 million to the Worker's Compensation Board in 1992. And in 1993 alone, hydro rate increases cost Inco about \$7

million.

The mining industry also faces additional mandated costs of reclamation and rehabilitation and other environmental programs that add tens of millions of dollars to the costs of mining in the province.

He said that each dollar added to cost would have to be offset to avoid decreasing profitability or increasing losses.

"Often, the way to cut costs in this volatile business environment is by cutting jobs. We believe that tax reform must be structured to maintain proper balance if we are to ensure that Ontario's business and industry remain competitive, maintain employment and work toward restoring Ontario as the leader of economic growth in Canada."



# Full house for Inco-sponsored Cambrian play

Theatre Cambrian's production of Grease and Inco's sponsorship both deserve a standing ovation.

Thanks to a special Inco Night, the local community theatre company saw a full house when the lights came up the second night of the show's 18-day-run.

Not only is such financial support important to Theatre Cambrian but members of the cast and crew are given a big boost. Actor Bill Halman Jr. explained why Inco's support means so much. "It's really encouraging to look out and see a full audience," she said. "It gives us a lot of confidence knowing that the audience is ready and willing to see the show."

The evening took on special meaning for Halman. He performed live for the first time in front of his father, Bill Halman Sr., who is a sand plant foreman at South Mine.

Although the St. Charles College student had acted in a variety of other smaller scale productions this was his first leading role, playing the part of Sonny.

"He's probably more nervous than I am," Halman said before the show. "My dad has only heard about my other performances now he can see for himself."

Opportunities to perform in major theatre productions like Grease give young performers like Halman the experience they need. "I'm planning to go to Humber College after graduating to take theatre arts, performing here gives me a good start."

While Halman has had some exposure to live theatre, for others like Christine Michaud it was their acting debut. Though admittedly nervous about performing, the thought of her dad being in the audience helped her get over some of the stage fright. "It was a big comfort for me to know he was out in the audience," she said. "No matter if the show is good or bad I know he'll support me."

A friend had encouraged her to audition for the lead role of Sandy. Michaud said she decided to try out at the last minute but didn't think she would get the part because of her shyness.

The news spread quickly when she learned that she had won the part. She said that her mother immediately called her father, Armand, at work in Stobie Mine to tell him. "He was so excited."

It was a sellout crowd for the Inco night performance. More than 160 employees and guests attended the show. Sam Stedman, who played the part of Kenickie, was pleased with the turnout. His father, Curry, a process foreman at the Water Treatment Plant watched him perform the previous night.

"Inco has brought in a good crowd by giving tickets away to their employees," he said. "People who aren't necessarily theatregoers will come out because they have a free ticket just to see what it is all about." As a result more people are



Taking a break before their performance are Sam Stedman, Christine Michaud, Ryan Straughan, Krista Drake and Bill Halman.



Krista Drake and Bill Halman check the hair before their stage appearance.



Krista Drake makes last minute repairs to her costume before the play.



A tender moment for Christine Michaud and Ryan Straughan.



Christine Michaud applies makeup before heading to play her part as Sandy.

exposed to the theatre and the potential to support the arts again in the future grows.

Last year, Stedman performed in Theatre Cambrian's production of Jesus Christ Superstar which was also sponsored by Inco. Participation in these productions helps build self-confidence which Stedman said he will be able to use throughout his life whether he is on the stage or off.

A good number of the per-

formers and technical production staff were related to Inco employees or pensioners in one way or another. They included three chorus members: Sylvie Morel, niece of Richard Beauchamp; Mike Parent, son of Emery who works at Stobie as a development miner and Martin Rivet whose father, Robert is a smelter mechanic.

Others who performed in the spotlight included Krista Drake who played Rizzo. Her father Dave is a development

miner at Stobie Mine. Playing Cha Cha was Roseanne Gervais, daughter of Mertle, who is retired from the Copper Refinery. Leading man Ryan Straughan played Danny. His grandfather Stan Brown retired as hoist operator/inspector at Murray Mine. Playing the part of Johnny Casino was Matthew Walli whose father George is retired from Copper Cliff Central Process Technology. Kevin Hakojarvi performed as Eugene. His grand-

father Aarne worked in various locations at Creighton until 1949. Glen Johnson played Roger. His uncle Frank Young currently works as an electrician at Inco. Behind the scenes as production coordinator Andre Dumais, who is the son of Victor, a union steward. Assistant stage manager was Marcia Ranger, daughter of David Lang who retired from electrical maintenance and Carol Lang who works in Mines Engineering.



**Milling, Smelting and Refining vice-president Peter Ryan brings congratulations to new inductees.**



**Sharon Laine and PMR operator Osmo Laine pose for a commemorative picture.**



**Operations superintendent Del Fraipont addresses the new club members and guests.**

**Superintendent of maintenance and engineering and new club member Neil DeKoning and wife Gail, a contract administrator, dance up a storm (centre). At right is buyer Richard Smith and his wife Marg.**



**Research operator Chuck Nava and wife Amalia, with Sharon and senior laboratory analyst Maas Koudy: Time to eat.**



**Bob Reyburn, Haydn Davies, Peter Ryan and Jim Ashcroft were on hand to congratulate new club members. Getting his pin is accounting supervisor George DeRuyte.**



## Port Quarter Century event an intimate affair

**W**hat Port Colborne's Quarter Century Club induction lacked in high-powered glitz was made up for with that unique intimate family atmosphere that's become almost traditional for refinery employees. "No question that we have more of a family atmosphere here," said accounting superintendent George DeRuyte. "We are small enough that just about everybody knows everybody else. There are few strangers here. It's a close-knit

group that tries to get together regularly." Twenty-four new members were welcomed into the club in a ceremony at the Rose Villa Tavern in Welland marked by good food, entertainment and dancing as well as the congratulatory Quarter Century pins for new members and a dozen roses and cups and saucers for their spouses. Ontario Division president Jim Ashcroft congratulated the new members on their service to the company. Vice-presi-

dent of Milling, Smelting and Refining Peter Ryan and Port Colborne Refinery manager Haydn Davies presented new members with pins. The presentations were followed by the entertainment and dance music of Hewlett and Pauze. "Everybody seemed to enjoy themselves," said George. "There were some that left earlier, but also the enthusiastic die-hards who stuck around until the music stopped."





PMR operator Dwight Glenney and wife Frieda enjoy the music.



Marg Smith, wife of buyer Richard Smith, Linda and instrument technician Al Brown relax before the formalities.



Alice and instrument designer Wally Goulding get ready to eat a great meal.



Marie Hoyle, laboratory analyst Maas Koudys, PMR operators Frank Alfieri and Doug Hoyle discuss some of their Inco experiences.



## HERITAGE THREADS

by Marty McAllister

A month ago or thereabouts, I had the good fortune to spend a pleasant supper hour in Blind River with Bain Macaskill, a former vice-president of finance with Molson Industries.

We talked a lot about retirement, and about the great opportunities presented by this release from the daily grind, but also about the strong friendships built up during our working years.

At one point Bain asked: "Do Inco retirees have a way of getting together once in a while?"

I thought I gave a pretty good answer at the time, but, after the events of this past week, it seems I should try to give my friend a more complete picture . . .

Dear Bain:

For this annual pensioners' bash I told you about, Inco has to reach around 12,000 retirees that are now scattered all over North America. Nevertheless, publicity is no big thing.

As always, this year there were no billboards, no radio spots, no phone committees ahead of time. Just a one-page letter, hidden among the bills and the junk mail that arrived one day in early May. And the message was basically the same as every year it's time for Pensioner Days again!

That's all it takes.

Immediately, the letter went up on cork boards, under magnets on the fridge, on night tables beside the alarm clock, in Copper Cliff, Toronto, Beaver Lake, London, Calgary . . . to make sure that the annual pilgrimage would not be missed.

And, throughout the week of June 7 to 11, they came to Sudbury's big, wonderful Caruso Club by the thousands. All retired from Inco . . . a year ago . . . or a generation ago. All eager to attend what may well be the largest, longest-running and most unique post-retirement annual event in Canadian industry.

Inco retirees outnumber by far the active roster. Their 300,000-plus years amount to an enormous pool of talent and experience . . . and of loyal contributions. The company's present management knows that, so they continue to provide this much-loved forum.

As bashes go, this one is neither fancy nor formal. Just coffee and donuts in the morning, a darned good buffet lunch, and a few games of cards, horseshoes and bocce. My regrets to the Molson family, but there's no booze involved. No need.

## A letter to Bain

So why do they come, these members of the Inco family who no longer fill their days in our mines, plants and offices?

Well, it sure isn't because they're all poured from the same mould, drawn back like a bunch of lemmings, ready to fall into the sea. You couldn't ask for a more diverse or independent group of retirees than this.

They are men and women, ranging in age from roughly 50 to 90. Some were born and raised in the small mining communities around Sudbury. Others came from afar. Together, they represent every corner of the globe, every color, and a mind-boggling assortment of cultures, languages, religions and political persuasions. And together, with each other's help, they grew in knowledge, experience and wisdom . . . whether they graduated with a formal degree or from the School of Hard Knocks. They've seen with their own eyes how Inco has changed since the '30s and their cumulative knowledge of the company is awesome. They've known both good times and hard times. They've lived through depression, war, strikes, triumph and tragedy. They've seen stacks rise, shafts sink and entire towns disappear. They've lived through upsizing, downsizing, decentralization, consolidation, diversification — and the return to our core business.

They've ridden out the many changes in the rules of the game that have occurred in their lifetime. A small number of them even remember the last roastyard . . . a technology whose time had passed. Most remember when the three great plumes of the Copper Cliff stacks were symbolic of Canada's industrial might. As Canada's social consciousness changed, they heard and felt the ridicule that was heaped upon their company and their hometown. But they and the company and everyone in the Sudbury Region proved that they too believed in a cleaner, greener world — and all look with pride on the improvements that have been made.

Ours has been an international market since 1886, so our people tend to wonder why all the fuss these days about 'the new global economy'. They've never known any other kind.

They've seen it all. They've worked hard and played hard . . . together . . . for most of their lives. So, when they get together once a year, it isn't a case of wanting to live in the past. Rather, it's a chance to re-ignite a special richness of spirit that helps sustain them . . . wherever in the world they go.

Thus re-fuelled, they continue on with the excitement and challenges of the year ahead.

# Mining industry stereotype needs changing

The public perception of the mining industry must be changed and events like the Ontario Mining Week are a step in that direction.

That was the thrust of an address by Little Stobie Mine superintendent Len Van Eyk at this year's Mining Week Kickoff Breakfast.

Stressing impressive and steady improvements in safety in the industry, the director of the Mines Accident Prevention Association of Ontario said that the introduction of safer mining practices is just part of the decrease in mining accidents over the past two decades. "Some people think mining is still a dark and dreary place to work," Len said. "And the industry must overcome its bad image."

Among the changes he outlined was the latest high-tech mining equipment such as Inco's remote-controlled scooptram that removes the operator from any potential danger.

"The fatality rate and injuries have been on the decline since the early '70s," Len said. The Sudbury area, along with the rest of Ontario, celebrated the fourth annual Ontario Mining Week, May 29 to June 6. Mining Week's main objective is to inform the rest of Ontario and Canada of the economical and technological importance of mining.

Sudbury is an ideal location for the celebration, according to organizers, because of its rich mining history. Many Inco volunteers played an important role in making Mining Week a success. Past and present Inco workers contributed their time and expertise for many of the events and workshops set up in various locations.

The Sudbury Geological Discussion Group met in the Willet Green Miller Centre for a presentation by local historian and Inco pensioner Marty McAllister. The talk and slide presentation, entitled "An Irreverent Look at Some Highlights of Sudbury's Mining History," told a detailed story about Sudbury's humble beginnings.

With help from the Inco archives and many hours of research, Marty presented the audience with a time capsule of photos and accounts dating back to the late 1800s.

"To get a fresh perspective we should take a look at the past to get a glimpse at our future," Marty said.

Marty outlined the history of mining here from the day when large copper content was discovered in the rock being blasted during railway construction. Nickel was found in the rock along with copper, but at the time there was no known method of separation.

Finally, a way of separating the two metals was discovered, but it would not come cheap. The use of roast yards became a way of separating the two metals. Large furrows were dug and the ore was scattered along the bottom. A large quantity of wood was

placed overtop the ore and set ablaze.

In 1929-30 a major reconstruction of the Copper Cliff Smelter took place to try and curb sulphur emissions. A few years after completion of the new smelter, the Mond Nickel Company merged with Inco.

At the end of the discussion, Marty was presented with an award commemorating his commitment to the mining industry.

Also on hand was John Gammon, Assistant Deputy Minister to the Minister of Mines and Northern Development.

Other events during the week included a Safety, Health and Environment Workshop held in Copper Cliff. The Copper Cliff Curling Club was the site for equipment demonstrations that included Inco workers.

Booths were set up displaying various mining related themes, such as mine rescue, health and safety, respirator fit testing and protective equipment.

The Inco Greenhouse was open to visitors and the Copper Cliff Club was the site for displays presentations concerning safety, health and the environment.

Held at Science North, a Mining Week science fair saw students from Sudbury area schools present their mining-related science projects. A panel of experts including Inco's Ellen Heale judged entries.

Ellen said it was "difficult to choose one overall winner," because all entries were winners.

Later, in the Science North Cavern, the science fair winners were announced at a "Meet the Miners" reception. Representatives from the mining sector, mining related industries and members of local and provincial government viewed a short six-minute video about Sudbury produced by the Sudbury Regional Development Corporation, and then the Inco-produced feature film Taming the Demon Ore.

Inco's corporate archivist Ron Orasi gave a brief background on Taming the Demon Ore. The film traces Inco and Sudbury's mining history and gives a detailed look at the many changes and growing pains the community has endured over the years.

The evening featured speakers such as Regional Chairman Tom Davies, who reminded the audience of the sizeable contribution Sudbury mining makes across Canada and around the world. "Sudbury has had a change of image," Mr. Davies said, "and Sudbury must stay united, strong and proud."

Louise Paquette, representing the absent Minister of Northern Development and Mines Shelly Martel said it is important we remind our fellow Ontarians of the role mining plays in this province.

A Sudbury Mining Week committee, (comprised of people from many different or-

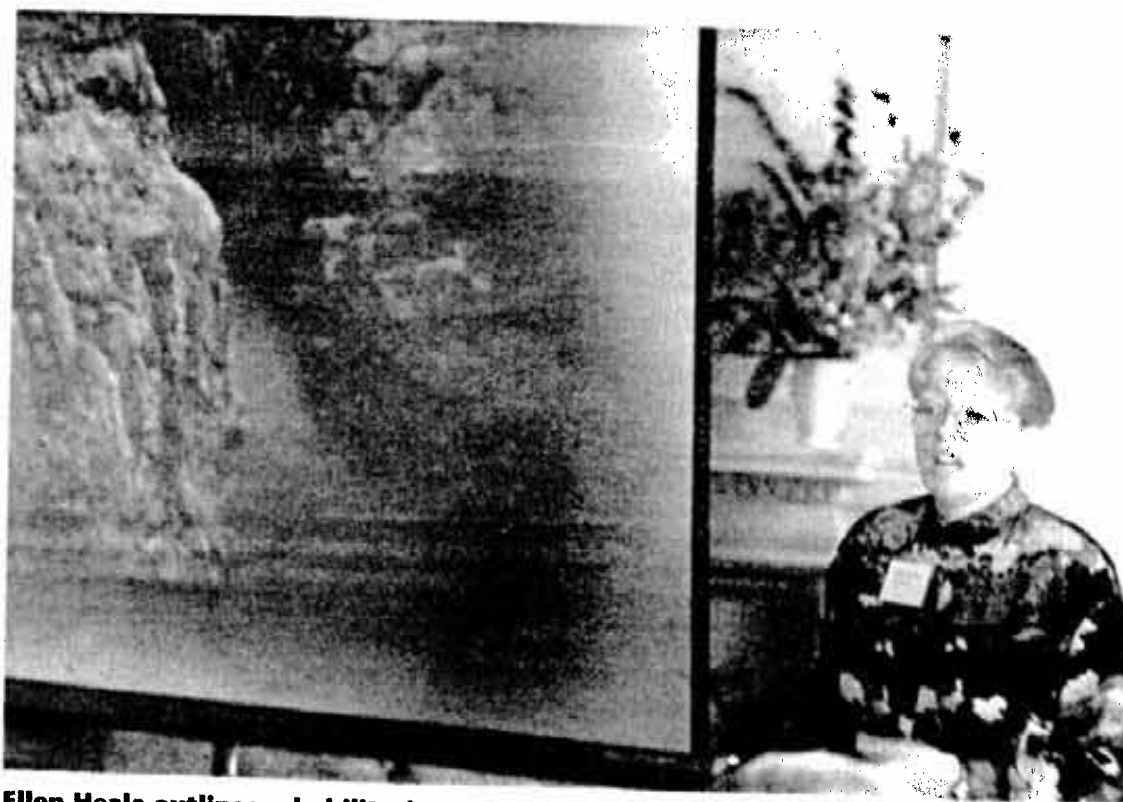


Chuck Benedetti and Dave Derochie provide information on First Aid training at the Copper Cliff Curling Club. Displays and demonstrations were set up as part of the Safety, Health and Environment workshop.

ganizations in the community) organized and coordinated activities related to Mining Week. Members included Cory McPhee of Inco Public Affairs, Jamie Aitken

from the Ministry of Northern Development and Mines, Doug Bennett from the Mines Accident Prevention Association of Ontario, Dave Bull from Lockerby Composite Sec-

ondary School, Margaret Koski of Falconbridge Limited, Brenda Tremblay from Science North and Wayne Floreani from the Sudbury Regional Development Corporation.



Ellen Heale outlines rehabilitation and closure planning.

## Inco will stick with commitments: Sopko

Despite tough economic times and company-wide belt-tightening, Inco will stick by its environmental, health and safety commitments.

Inco chairman Mike Sopko told those attending a safety, health and environment workshop recently that the company has put even more bite in its Environmental Health and Safety Policy with such measures as toughening up the language of the document, falsifying all procedures, and including environmental, health and safety is-

sues in the company's annual report.

In a keynote address to the two-day workshop, Mike said that sustainable development is a major component of the policy. "We believe that it is possible to have growth and environmental protections at the same time. We are committed to meeting—and wherever possible surpassing—environmental, safety and health legislation."

He said that the policy is in effect not only in Ontario, but wherever the company does business.

Asked where the money to meet the commitments will come from, Mike said that in the long run, costs would be greater if the company relaxed its safety, health and environmental efforts. He pointed out that the company's ambitious Sulphur Dioxide Abatement Project—with a cost approaching \$600 million—continued "without a hiccup" despite the financial hardships the company is facing.

"I see no cutbacks in our environmental efforts," he said, "even considering these economic tough times."





**Inco historian Marty McAllister with John Gammon, assistant deputy minister with the Ministry of Northern Development and Mining.**



**Len Van Eyk gives a media interview after his Mining Week presentation.**

**Lawyer Pauline Dietrich provided up-to-date information on legislation.**



**Corporate archivist Ron Orasi addresses a Mining Week assembly.**

## Inco workshop outlines safety, health, environment

Covering a wide range of issues from back injury prevention, environmental legislation and water treatment to starting up a mine with decommissioning in mind, an Inco-hosted workshop held in Copper Cliff during Ontario Mining Week was perhaps the most comprehensive outline of the company's environmental and health efforts.

About 100 people each day of the two-day event took in a variety of workshops, each headed by Ontario Division's Safety, Health and Environment experts as well as outside authorities such as lawyer Pauline Dietrich, who provided information on Ontario's environmental, safety and health legislation. She also reviewed recent important environmental health and safety cases decided by the courts.

Allan McDougall of Inco's Creighton Mine spoke on the Musculoskeletal Injuries Prevention Program, the newest in prevention of back injuries.

Heather Wallingford of Occupational Medicine, who oversees a back injury prevention and rehabilitation program that's been in place at

Inco's Sudbury area operations for the last six years, shared her expertise with conference participants in a separate presentation entitled A Healthy Back — No A Simple affair. She discussed how to identify potential back problems and what to do about them.

Environmental coordinator Ellen Heale outlined progressive rehabilitation and closure plan preparation. She said closure plans for existing operations will be submitted to the Ontario Ministry of Northern Development and Mines in 1994 for Crean Hill Mine, 1995 for Whistle Mine, 1996 for Shebandowan Mine and Mill and 1998 for the balance of the mine and plant complexes. Once closure plans and the estimated costs to implement the plans have been submitted to the ministry for acceptance, financial assurance will be negotiated.

This year, she said, planned decommissioning projects include reclamation and revegetation of sites such as the Copper Cliff Tailings area, the aerial treatment and seeding program in the Nolin Creek watershed, hydro-geo-

logical surveys at Crean Hill, Whistle and Shebandowan Mines, major demolition projects in Sudbury, Levack and Port Colborne, waste rock removals or placements and water and tailings studies.

Closure plans will include sections on the pre-development environment, project development, security measures, monitoring and management programs, costing and financial assurance. She said the Ontario Division is conducting decommissioning studies at a variety of mines and plant sites. These include mapping and surveying, site inventories, conducting crown pillar analyses and assessing pit stability.

Senior environmental analysts Carolyn Hunt and Dan Bouillon reviewed the measures utilized by Inco to ensure that the potential transport of environmental contaminants is minimized as millions of gallons of water enters Ontario Division operations for process, domestic use or precipitation.

The information-packed presentation highlighted by a series of cartoons to bring home the message covered

everything from risk assessment, spill detection and spill response to diversion, containment and treatment and education, training and general awareness.

Other presentations included Failsafing procedures and Occupational Monitoring.

The Failsafing presentation looked at how Inco applies the principles of Failsafe to the most advanced processing plant in the operation, and how to train people in the application of Failsafe at all levels of concept, design, construction and operation of processes.

The Occupational Monitoring presentation looked at the need to monitor and evaluate worker exposure to such things as noise, sulphur dioxide, respirable particulates and magnetic fields.

Rick Hilton, Inco manager of Occupational and Environmental Health in Toronto, was clearly impressed by the quality of the two-day seminar.

"It's one of the most pleasant things I've noticed. It's the sincerity of people. They really believe in what they are doing and are committed to

it. I listened to one of the unit fellows. He was very interested and concerned."

He hopes the seminar concept where Inco employees share knowledge and information about their programs with clients will catch on in other areas.

All sessions took place at the Copper Cliff Club.

To augment the workshops, a series of displays and demonstrations were set up at the Copper Cliff Curling Club and Inco Greenhouse. Open to the general public on the first day of the event, the displays included spill reduction and workplace monitoring equipment, respirator fit testing, audiometric test unit, ergonomics, mine rescue and agriculture.

Workshop facilitator Jeff Grieve was enthusiastic about the response to the event by Inco people as well as the approximately 30 per cent who attended from other workplaces, institutions and subcontractors.

"It was the first time this kind of thing has been held here and response was very good. Our intent is to make the workshop a regular thing."

# Yesterdays todays



## A lift for Creighton

### 40 YEARS AGO

Like its twin at Creighton, with one unique adjustment, another huge semi-automatic hoist had been put into operation at the new No. 8 shaft at Frood-Stobie Mine.

Capable of lifting a 15-ton load of ore, it took in the heavy wire hoisting cable at a speed of 3,000 feet a minute. While one skip was dumping into the headframe bins, the other was in the loading pocket being filled.

The unique difference was in the skip, with its bottom dumping ability. With the Kimberley type skip, which Inco had used in all its operations up until then, the bucket had to be tipped to dump the ore.

The new skips had a hinged door in the bottom which opened when engaged in the guide scroll in the headframe, which allowed the ore to drop through.

It was expected these new bottom-dumping skips would increase hoisting capacity by 15 per cent by reducing the distance of travel in the headframe, thus speeding up the hoisting cycle.

Other feature stories that month were: "510 Inco Men Build New Homes In Sudbury."

"Creighton Is Out In Front As League Hits Home Stretch." (Baseball)

"General Mines Team Retains Beattie Trophy."

### 25 YEARS AGO

Slushers out, scooptrams in, the whole technology of mining was changing and trackless vehicles, with their improved flexibility, safety and increased productivity, were sweeping across the mining operations of Inco.

Levels could now be connected, ramps built to high grade ore pockets, low-grade ore mined and variations of sub-level caving introduced. A whole new era had dawned and the changes were breathtaking.

In a trial demonstration at Frood Mine, its heavily lugged rubber tires

hugging the stope floor, an oxy-catalytic scrubber removing objectionable exhaust fumes from its powerful 145-hp engine, the scooptram showed its astonishing versatility by scooping up a tonnes of muck in its bucket and wheeling it over, smartly, to an ore chute. It was quicker, safer and, with its ability to turn 90-degrees within a radius of less than 21 feet, more adaptable than anything that had been used before.

Within 18 months, along with the jumbo, giraffe roof-bolting rigs, raise-borers, longhole drills and other innovative mobile equipment, the new technology was introduced into almost every Inco mine in the Ontario and Manitoba divisions.

Other feature stories that month were: "Inco's Venerable Honorary Chairman Dies At 87 After Brilliant Career." (Dr. John Fairfield Thompson passes away.)

"\$85-Million Nickel Refinery Is Announced For Copper Cliff."

"Inco Continues To Urge Local Processing Taxation."

### 15 YEARS AGO

"There were no 'Wild Bill Hickocks' at the All-Ontario Outdoor Handgun Championships," said the article in August, "just 134 competitors who preferred to emphasize safety and serious target shooting."

The competition was held at the 33 year-old Sudbury Revolver Club, on a 320 acre site on Maki Road, just off the Garson-Coniston Road.

Competitors competed with .22 rimfire pistols and .38 and .45 centerfire revolvers and pistols, shooting both rapid-fire (five shots in 10 seconds) and time-fire (five shots in 20 seconds) at targets 25 and 50 yards away.

Using handguns worth up to \$900, the competition emphasized safety and skill. "It is interesting to note," said the article, "that no gun-related accident during regular and scheduled shooting events has ever been recorded. Other feature stories that month were: "General Engineering Annual Golf Tourney."

"Hundreds Turn Out For Copper Cliff Mines Association Picnic."

"Pensioners Day At Port Colborne."



## INCOME ideas

by Richard Birch

## Your roost and the GST

The GST on new homes is 4-1/2 per cent (seven per cent on luxury homes and somewhere in between on homes costing from \$350,000 and \$450,000). There is no GST on the purchase of a resale home.

Since the old sales tax has been eliminated, the government estimates that price increases on new homes will actually be modest. Can we believe that thousands of dollars won't be tacked on to the price of new homes this year? If car sales are any indication, we can. They declined in price by up to five per cent when the GST replaced the old federal sales tax.

Actually, the GST reduction comes in the form of a rebate at the rate of 36 per cent of GST paid. If you buy a home for \$200,000, GST comes to \$14,000 at seven per cent. You get a rebate of \$5,040 (36 per cent of \$14,000). In most situations the builder will take the rebate off the amount of GST

owing.

**GST Tactic** — When negotiating the price of your new home, first ask if the quoted price is GST-included. If it is, take the GST out and then begin negotiations. Don't include the GST at any stage until you've struck a deal. Then claim your rebate.

Rebates are available on the purchase of most types of new owner-occupied homes, including single houses, semi-detached or row housing, mobile homes, and condominiums. A new vacation home, such as a cottage or ski chalet, qualifies for a rebate if it is your primary residence. Otherwise the full seven per cent tax is payable.

The purchase of a motor home and other types of RV, as well as a live aboard boat, won't entitle you to the new housing rebate. As well, the rebate won't be available for GST on land that isn't necessary to the enjoyment of your

new home.

**GST Alert** — If you are buying your new home from a non-resident (check with your lawyer, or ask the builder) you are required to pay the GST directly to the Government, not to the company selling the home.

GST is not payable on amounts that you hold back on the purchase of a new home until the holdback amount is actually paid. Note, however, that the size of your GST rebate depends on the amount of GST actually paid.

GST doesn't end when you sign on the dotted line. Your lawyer will charge you GST on his or her fees for handling the purchase. It will pay to shop around for a lawyer whose fees you think are fair.

**GST Tactic** — Ensure that your lawyer separates all non-taxable regulatory fees and taxes on his or her bill. If this is not done, you might needlessly pay GST on the total fee,

including tax-exempt items such as land transfer taxes or title registration fees.

**GST Alert** — If you agreed in writing to purchase a home

or condominium before October 14, 1989, but won't be occupying it until 1991 or later, no GST is payable on the purchase price.

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